

PUBLIC HEALTH NURSE

Benefits of Working for the City of Milwaukee

Public Health Nurses may be eligible to participate in the Nursing Education Loan Repayment Program. Other benefits include Defined Benefit Pension Plan, 457 Deferred Compensation Plan, Health and Dental Insurance, Long Term Disability Insurance, Group Life Insurance, Tuition Benefits, 10 days Paid Vacation after one year, seven Paid Personal Days, 11 Paid Holidays, Paid Sick Leave and other paid leaves and predictable work schedule.

Note: Most Public Health Nurses work year-round during normal business hours. However, Alternative Work Schedules are also available.

PURPOSE: Public Health Nurses assigned to the Team Nursing Unit of the Maternal and Child Health Division in the City of Milwaukee Health Department (MHD) engage in a variety of population-based and individual nursing activities in homes, schools, clinics and community settings designed to assure that health care is accessible and available to residents. While the majority of the positions are dedicated to maternal and child health care outcomes, additional employment opportunities in more specialized nursing assignments may also be available. These include Adolescent Community Health, Communicable and Infectious Disease, Home Environmental Health, Immunization, and Women's HIV Program.

ESSENTIAL FUNCTIONS:

HOME VISITING / CASE MANAGEMENT

- Provide Public Health Nursing case management of the maternal and child population and referrals received from hospitals, HMOs, social agencies, and others;
- Complete developmental screening and assessments of client's physical, social, psychological, and environmental health status;
- Provide counseling for primary, secondary and tertiary health problems;
- Refer client/family to appropriate community resources;
- Investigate cases of reported or suspected communicable disease;
- Teach preventive and/or control measures to contacts of a communicable disease;
- Collaborate with private care providers, allied professionals, and other MHD personnel regarding needs of cases under nursing case management;
- Develop and implement a case management plan for resolution of assessed client/family needs;
- Document nursing case management according to the *ANA Standards of Clinical Practice*, following MHD policy;
- Provide case management consultation and direction to other team members;
- Assess community needs for input into MHD programs.

CLINIC SERVICE

- Complete history and physical assessment of clients as needed;
- Counsel clients as appropriate, related to services provided;
- Provide appropriate screening tests as indicated;
- Identify needs and initiate written referrals to private care providers, social service agencies, Public Health Nurses, and other agencies;
- Administer immunizations based on MHD policy to specified populations.

OTHER RESPONSIBILITIES

- Participate in the orientation training of other Public Health staff;
- Conduct health education classes to groups;
- Participate in the coordination and/or administration of services in health centers or special programs;
- Function as a member of the multidisciplinary Public Health team through participation on Department and/or Division committees, by representing the MHD in professional organizations supporting the Department's goals, outcomes and strategies;
- Assume Team Leader role as determined by the supervisor;
- Assist in the mentoring of other professionals demonstrating Public Health nursing skills emphasizing the role of public health in the community;
- Respond to Public Health emergencies as assigned;
- Oversee activities of paraprofessional personnel to insure quality customer service and accurate, safe screening techniques;
- Participate in case management service delivery including documentation and billing; and
- Perform other duties as may be assigned.

(continued)

Reasonable accommodations requested by qualified individuals with disabilities will be made in accordance with the Americans with Disabilities Act (ADA) of 1990.

MINIMUM REQUIREMENTS:

1. Bachelor of Science Degree in Nursing (BSN) from an accredited nursing program. *(Note: Students in their final year in school may participate in the selection process but may not be hired until the degree has been completed.)*

NOTE: Transcripts to date must accompany application form. Applications will not be considered unless transcripts are received. Unofficial copies of transcripts are acceptable.

2. Current permit or license to practice professional nursing in Wisconsin OR eligibility to receive such permit or license. License must be maintained throughout employment.
3. Ability to lift and/or move up to 25 pounds.
4. Valid Wisconsin driver's license at time of appointment and throughout employment
5. Residence in the City of Milwaukee within six months of appointment and throughout employment.
6. Properly insured personal vehicle for use on the job is required. Mileage reimbursement is provided.

KNOWLEDGE AND SKILLS REQUIRED:

1. Ability to build and maintain good working relationships with a multi-cultural and multi-disciplinary staff, the public, various City of Milwaukee officials, and other agencies.
2. Ability to provide services in a culturally sensitive manner and ability to maintain confidentiality.
3. Ability to work under pressure and handle multiple and changing priorities.
4. Effective interpersonal and oral and written communication skills.
5. Excellent problem solving skills and ability to exercise independent judgment.

PREFERRED QUALIFICATIONS:

- The ability to fluently read, write, and speak Spanish, Hmong or Russian , is highly desirable.

THE CURRENT SALARY RANGE (666) IS: \$43,182 to \$53,026 annually with excellent benefits. Hiring rate is between \$43,182 and \$48,574 commensurate with experience.

THE SELECTION PROCESS will be job related and will consist of one or more of the following: training and experience evaluation; written, oral or performance tests; or other assessment methods. The Department of Employee Relations reserves the right to call only the most qualified candidates to the oral examination. Oral examinations may include written exercises. Selection process component weights will be determined by further analysis of the job.

This is a continuous recruitment. Applications will be accepted and interviews held during **2008** as often as required to meet the needs of the City. Employment may be possible immediately following the examination if positions are vacant at that time. The names of successful candidates will be placed on the eligible list in a rank determined by the final grade without reference to the date of the examination. The eligible list may be abolished every four months. Candidates may take an examination for this position only once every six months.

INFORMATION ABOUT CITY OF MILWAUKEE EMPLOYMENT

The City of Milwaukee's municipal workforce is characterized by honest and efficient service to the public. We are seeking employees who are committed to continuing this tradition and who are sincerely interested in providing our citizens with the best services at the least possible cost.

REQUIREMENTS

1. A City Charter Ordinance requires City employees to live in the city of Milwaukee. This means within the Milwaukee city limits. When this requirement is waived, an employee must become a resident of the city of Milwaukee within six months from the date of appointment and must maintain continuous residency in the city thereafter.
2. You will be asked to show proof of residency, your birth certificate, military papers and/or any other papers required unless otherwise indicated. The documents must be presented prior to appointment to the job.
3. In accordance with the Immigration Reform and Control Act of 1986, the City of Milwaukee will employ only persons legally authorized to work in the United States. Employment, if offered, is conditional upon the individual's ability to establish verification of identity and authorization to work within three business days of commencement of employment. Failure of an employee to comply with this time frame will result in immediate termination of employment.
4. Students in their final year in school may be admitted to examinations requiring a degree but may not be hired until the degree has been completed.
5. Combinations of experience, education, and professional certification equivalent to that listed on the other side of this announcement sheet, may also be considered if necessary to meet the needs of the City.
6. Persons rejected from an examination or removed from an eligible list may file a written appeal which must be received by the City Service Commission no later than ten calendar days after the rejection notice was mailed.
7. In the following situations, candidates may be certified regardless of their eligible list rank: the highest ranking persons who have specialized training and/or experience not possessed by all persons on the eligible list, or who meet approved employment objectives including affirmative action.
8. Candidates who have successfully completed a designated City of Milwaukee training program and who pass this examination may be certified regardless of their standing on the eligible list.
9. Eligible lists resulting from examinations may be used to fill other comparable positions.
10. Employees in bargaining unit jobs are not required to join the union but may be required to contribute a "fair share" amount under an agency shop agreement. This amount will be deducted automatically from your payroll check.
11. Applicants must provide a social security number for use as a record identification number in accordance with Civil Service Statutes, Rules and City Charter Ordinances.

FILING AN APPLICATION

1. If you plan to take any City examinations, you must fill out and file a formal application for that examination on or before the date listed on the other side of this announcement sheet. Applications may be filed by mail if they are postmarked no later than midnight on the last filing date. The official circular of information for this position is on file in Room 706, City Hall.
2. All information provided on applications is subject to verification. Previous employers may be contacted unless you request a delay until your name is placed on an eligible list for employment.

ON THE DATE OF THE EXAMINATION

The City's examinations are job related, and cover areas relating to the "DUTIES" section which appears on the other side of this sheet.

1. Please appear **PROMPTLY** at the time the examination is to be given. If you come late, you may not be allowed to take the examination. You will be required to present a form of picture identification.
2. Since parking space may be limited, allow extra time to find a parking space where you can leave your car for the full time of the examination. Examinations generally take from 2 to 4 hours.

Revised 7/05

3. If you normally need glasses or hearing aids, be sure to bring them to the examination.
4. If the test you plan to take is scheduled at City Hall in the evening or on the weekend, please use the Market Street entrance, located on the east side of the building.

VETERAN PREFERENCE

Veterans' preference points will be added to the scores of qualifying individuals in accordance with state statutes and City Service Commission policy.

MEDICAL EXAMINATION/CONVICTION RECORD CHECK

If you are offered an appointment, you will be required to sign a waiver which allows a check of your conviction record. You will also be required to pass a medical examination as prescribed by the City's medical examiner. These conditions must be met for employment with the City.

PROBATIONARY PERIOD

If you are hired, you will serve a probationary period. This "job tryout" is the last part of the examination and lasts at least three months and may, depending on the job, last up to three years. Employees may be terminated during this time without right of appeal.

TRAINING

The City pays tuition costs up to \$1200 per year for most regular employees (amount varies by employee/bargaining group contract) taking approved courses or seminars that are related to their present jobs or to reasonable promotional objectives. This reimbursement may be directed to both tuition and required text book costs, providing that the employee satisfactorily completes the course. The City also maintains an extensive in-service training program designed to promote career advancement and professional growth. City employees are encouraged to take advantage of these opportunities.

PROMOTIONS

The City provides a variety of career and promotional opportunities. Many examinations for higher positions are open only to employees who are working for the City. On-the-job training and other opportunities are offered which help prepare employees for these promotional examinations.

BENEFITS FOR ELIGIBLE EMPLOYEES

1. SALARIES

City employees are paid every two weeks and may receive periodic increases.

OVERTIME COMPENSATION: Covered employees are compensated to overtime work in accordance with the Fair Labor Standards Act. Individuals should discuss overtime pay practices with the appointing authority prior to accepting employment with the City.

2. VACATION AND HOLIDAYS

The basic vacation for eligible employees is two weeks and two personal off-days after one year of service. Most employees are eligible for three weeks of vacation after five years of service (may vary by employee bargaining group contract) and for additional vacation after longer period of service. There are 11 paid holidays each year.

3. HEALTH, DENTAL AND LIFE INSURANCE

Most employees are provided Major Medical, Surgical and Hospitalization insurance on a liberal basis. The City pays all or a major part of the cost of health, dental and life insurance, depending upon the employee's representation group.

4. SICK LEAVE, INJURY OR DISABILITY

Most employees earn sick leave at the rate of 15 working days a year, up to a maximum of 120 days at full pay. Other sick leave benefits may also be available.

5. RETIREMENT

The City provides a liberal defined benefit retirement plan.

6. DEFERRED COMPENSATION PLAN

Employees may set aside part of their paycheck and have it invested through this plan. The deferred compensation is exempt from federal and state tax until it is withdrawn.